

SENATE BILL NO. 2061

Introduced by

Legislative Council

(Workforce Committee)

1 A BILL for an Act to provide for human resource management services to study workforce
2 retention and report to the legislative council.

3 **BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:**

4 **SECTION 1. HUMAN RESOURCE MANAGEMENT SERVICES STUDY -**
5 **WORKFORCE RETENTION - REPORT TO THE LEGISLATIVE COUNCIL.**

6 1. Human resource management services shall conduct a study to evaluate steps the
7 state could take to retain state employees in state government employment as
8 those state employees reach retirement. As part of the study, human resource
9 management services shall:

10 a. Select four state agencies with employees who occupy positions in the
11 classified service to determine what actual and perceived barriers exist for
12 retention and to determine what steps the state could take to increase
13 retention of state employees who are retiring or nearing retirement.

14 b. Survey agency heads and employees of the selected state agencies to
15 determine perceived and actual barriers to retaining state employees.

16 c. Consider steps the state could take to retain employees in the employing
17 agency and steps the state could take to retain employees in state
18 government employment in a different agency.

19 d. Consider steps other public employers have taken to retain their workforce as
20 members of their workforce near retirement.

21 2. State agencies shall cooperate with human resource management services in
22 conducting this study, including the North Dakota public employees retirement
23 board and alternative retirement systems.

- 1 3. Before July 1, 2010, the director of human resource management services shall
- 2 report to the legislative council on the outcome of the study, including specific
- 3 recommendations of legislative and nonlegislative actions the state could take to
- 4 address the issue of state employee workforce retention.